



CODE OF CONDUCT

Core Principles of Professional and Ethical Practice for
members of the Irish Sport and Exercise Sciences Association

February 2024



As a member, practitioner and researcher in the fields of sport science and exercise science in Ireland, I will hold myself accountable to the profession, my clients, research participants, and the public.

In doing so, I will:

1. *Comply with all relevant Irish and international laws and regulations.*
2. *Respect an individual's autonomy, welfare, and dignity.*
3. *Respect the privacy and ensure the confidentiality and anonymity of all professionally acquired information.*
4. *Ensure all forms of communication are transparent, honest, and respectful.*
5. *Provide safe and competent person-centred services.*
6. *Commit to ongoing professional development of evidence- and principle-based practice.*

In the event of any breach of any of the provisions of this Code of Conduct I understand that my Professional Membership of the Irish Sport and Exercise Sciences Association may be revoked.



Appendix: Code detail

1. Comply with all relevant Irish and International Laws and Regulations.

- a. I will ensure that my professional practice complies with all applicable legal requirements and workplace regulations (e.g., human rights and child protection legislation; privacy, advertising, and employment laws; infection control requirements, occupational health & safety regulations, etc.).
- b. I will maintain all requirements for my professional designation (e.g., continuing education and accreditation; appropriate professional indemnity cover for the services provided).
- c. I will ensure when conducting research that it complies with relevant legislation (e.g., human rights, privacy, occupational health & safety) and institutional approval processes (e.g., human research ethics committee).
- d. I will inform ISESA in the event of any change in, addition to or withdrawal of any of the qualifications outlined in my application for membership.
- e. I will inform ISESA immediately in the event of any disciplinary or legal proceedings being brought against me that may affect my ability to provide service in line with professional body standards.
- f. I will observe and fully comply with the regulations laid down by athletes' national governing bodies and international federations, including but not limited to IOC/IPC/WADA anti-doping regulations.



2. Respect an Individual's Autonomy, Welfare, and Dignity

- a. I will prioritize the health and wellbeing of my clients.
- b. I will at all times act in the best interest of my clients.
- c. I will treat all clients equally unless their specific needs (e.g., age, gender, literacy, impairment, cultural tradition) require modified treatment.
- d. I will recognise power dynamics (e.g., based on age, gender, gender identity, race, religion, disability, socioeconomic status) that can lead to discriminatory practices; and take precautions to ensure that their potential biases do not lead to or condone unjust practices.
- e. I will act in a way that is above reproach and avoid behaviour that would bring disrepute to the organisation or profession.
- f. I will consider the individual's capacity for decision-making and consent, and where capacity is impaired or limited, seek consent from a legally appropriate substitute decision-maker.
- g. I will obtain informed consent from the individual (or substitute decision-maker), using plain language to describe the aim, procedures, benefits, risks, safeguards, and right to withdraw consent.
- h. I will gain the individual's (or substitute decision-maker) consent to having other people (e.g., colleagues, other healthcare professionals, family, students, etc.) involved in their care.
- i. I will establish and maintain professional boundaries with clients, research participants, colleagues, and students.



- j. I will avoid actual, potential, or perceived conflicts of interests (e.g., sexual relationships with clients or research participants, accepting monetary gifts or inducements, directly recruiting clients as research participants).
- k. I will manage complaints in a professional, sensitive, and timely manner.
- l. I will ensure the process for making a complaint is known, safe, secure, and easy to follow.
- m. I will comply with all child protection, vulnerable individuals, racial, sexual and disability discrimination legislation.

3. Respect the Privacy and Ensure the Confidentiality of All Professionally Acquired Information.

- a. I will ensure the privacy and protect the confidentiality and anonymity of all professionally acquired information about a client; and disclose only necessary information when appropriately authorized to do so or when legally obligated.
- b. I will make clear to all concerned the levels of confidentiality pertaining to all information and to proceed with the clients' consent.
- c. I will maintain careful client records which comply with data protection requirements with respect to the storage and sharing of any personal data relating to athletes, team etc.
- d. I will uphold the standards and reputation of professional practice and the organisation in media statements.



4. Ensure All Forms of Communication are Inclusive, Transparent, Honest, and Respectful.

- a. I will communicate with clients, colleagues, organizations, and the public in an inclusive, honest, transparent, and respectful manner.
- b. I will explain clearly and accurately the services to be provided, likely benefits or outcomes, fees, and alternative service options (if applicable).
- c. I will develop professional reputation on merit and ensure that claims about qualifications, competencies, and scope of practice are advertised accurately.
- d. I will respect the expertise of, and work collaboratively with, colleagues, especially in inter-professional settings.
- e. I will include our own name on case notes, public reports, or professional presentations and articles only when a contributor.
- f. I will secure authorisation from the Board or Management of ISESA, before making media statements on behalf of the organisation.
- g. I will uphold the values, principles, and reputation of the profession when making public statements.
- h. I will ensure that public statements are within scope of practice and area of expertise.
- i. I will obtain, present, and publish research findings in an accurate and responsible manner.
- j. I will guarantee that research is original and contributes to the body of knowledge (e.g., new knowledge, refinement of existing knowledge, innovative application).



- k. I will maximize the accessibility of research findings and, wherever appropriate, publish them in the interest of science, sport and exercise, and community.

5. Provide Safe and Competent Person-Centred Services.

- a. I will not exceed my own competence, expertise or qualifications in any aspect of any services I may provide and will not carry out any work above my level of competence.
- b. I will promote active and collaborative person-centred services.
- c. I will work within the scope of practice and level of expertise; otherwise in any situation where I may lack the necessary experience or competence, I will seek support or appropriate advice, or refer the individual to practitioners with appropriate knowledge and skills.
- d. I will work within the scope of practice and level of expertise; otherwise, seek support or refer the individual to a practitioner with appropriate knowledge and skills.
- e. I will provide services only when there is a reasonable expectation of benefit to the recipient and any benefit clearly outweighs the risks.
- f. I will ensure that procedures and safeguards are in place to minimize and manage risks to the client.
- g. I will evaluate, prepare, and maintain the physical environment and equipment in which services or research is being conducted.
- h. I will screen or assess the individual's suitability for available services or participating in the research intervention (e.g., thorough collection of medical history, previous physical activity, and other relevant psychosocial factors).



- i. I will take appropriate and timely action should an adverse event occur including implementing emergency procedure, when necessary, and documenting the event.
- j. I will ensure that others involved with the services to be provided to the individual are supervised, practice within their level of competence, and follow any regulatory rules.
- k. I will practice self-care and take responsibility to manage personal situations (e.g., illness, drug/alcohol use, relationship difficulties) that might compromise care of others.
- l. I will not behave in a manner which will bring ISESA, a client or the client's organisation/sport into disrepute.
- m. I will seek support or report the conduct of professionals who are working in an unsafe or unethical manner.

6. Commit to ongoing Professional Development of Evidence- and Principle-Based Practice.

- a. I will implement and share evidence-informed best practices with clients, students, colleagues, and the public, when available and appropriate.